



Phillip Calvert <pcalvert@faulkner.edu>

ICJE Newsletter - JUNE 2018

1 message

ICJE, Inc. <jimrechel@icje.org>
Reply-To: jimrechel@icje.org
To: pcalvert@faulkner.edu

Tue, Jun 19, 2018 at 10:24 AM



Unity and Diversity*

How many organizations today are struggling with the issues of diversifying their workplace, opening the doors of opportunity to as many people as possible, while navigating through a sea of change in all aspects of life.

But what is diversity? Is it diversity by

race? By gender? By ideals? By character? By political beliefs? By who you "don't know" rather than "who you know"?

So many police departments have been pulled apart by real and fabricated issues related to race relations recently, that it is difficult to determine who is telling the truth, and who is right or wrong, as departments attempt to address real issues of discrimination, and the subtle tug of bias present in everyone.

My thought is that rather than focusing on "diversity", we should focus on "unity". Unity of mission. Unity of purpose. Unity of ethics. Unity of integrity. Unity of the role of a police department. Unity of performance standards. Unity of policies and procedures. Work to identify what unites us, not what divides us. Once we have accomplished that, the issues that make us different can be solved much more effectively and efficiently.

We spend too much time making the case that "I am right". We have meetings and coffee breaks focused on what the others

are doing wrong, and rumor mills that make gossipers "experts" in finding weakness in the police administration. Then the gossipers split into camps continuing the cycle....

Are our differences that diverse that we can't find common ground with those of other races? Of other genders? Of other backgrounds? Of other positions in life?

I don't think our differences are as wide as we think. If we can establish common ground, opening the eyes, ears and hearts of everyone to the differences that add to our unity, the concepts of diversity will become a "Uniter" not a "Divider"

Too Pollyannish and idealistic? I don't think so. It just takes courage to work. Sit down with those who are different than you, by race, by gender, by politics, by age. Agree to a set of standards that are common to your organization and hammer out where you are unified. Then work on what divides you. The divide will be smaller than you think.

A unified and diverse department, rallying around principles everyone can agree on, regardless of differences, is a department you will be proud to be part of and your entire community will embrace.



What is the role of Law Enforcement today?

How does your department define *its* role?

What does your department use to measure whether the department is fulfilling its role?

What characteristics/issues do you think are necessary to be an effective officer and department that everyone agrees on?

(Rank them later by importance, but not when you first sit down.)

What can be done to bridge the gap of issues in which there is not agreement?

How/Why does a lack of unity hurt your department?

How can you remain unified when disagreements arise in the future?

How can you help others to focus on the common ground and not on the cracks in the ground?

The process will go a long way toward understanding who you are, what your role is in the community, and better methods to deal with people from varied backgrounds.

Thanks,
Jim Rechel, Newsletter Editor
jimrechel@icje.org

The ICJE Newsletter is published 10th of each month. (I'm a little late this month!) As always, any thoughts you have are welcome and I will share them with the 1500 recipients of the ICJE network next month. Just send me an email at jimrechel@icje.org.

Learn More About ICJE

** Max Lucado wrote a recent leaders guide about various topics to serve as a template for adults to discuss issues of unity within a church setting. I used his words as inspiration for this month's lead-off article.*

How to Approach Difficult Conversations with Colleagues....Just Do It

Tips to Start a Conversation

Years ago an athletic apparel company began a marketing campaign utilizing the slogan that we all have come to know: "Just Do It".

Dan Wieden, the creator of the slogan explains the genesis for the slogan Just Do It, and it's connected to crime and punishment....

So, it was the first television campaign we'd done with some money behind, so we actually came up with five different 30 second spots. The night before I got a little concerned because there were five different teams working, so there wasn't an overlying sensibility to them all. Some were funny, some were solemn. So I thought you know, we need a tagline to pull this stuff together, which we didn't really believe in at the time but I just felt it was going to be too fragmented. So I stayed up that night before and I think I wrote about four or five ideas. I narrowed it down to the last one, which was "Just do it". The reason I did that one was funny because I was recalling a man in Portland.

He grew up in Portland, and ran around doing criminal acts in the country, and was in Utah where he murdered a man and a woman, and was sent to jail and put before a firing squad. And they asked him if he had any final thoughts and he said: "Let's do it".

And for some reason I went: "Now damn. How do you do that? How do you ask for an ultimate challenge that you are probably going to lose, but you call it in?" So I thought, well, I didn't like "Let's do it" so I just changed it to "Just do it".

"Just Do It" in your organization. A short video on techniques to kick-start a conversation from PoliceOne: [Tips to Start Difficult Conversations](#)

National School Shield Assessment: Available for Schools in Your Communities



Six years ago a program was launched by the National Rifle Association (NRA) in response to the school shooting at Sandy Hook to provide an accredited training program for law enforcement and school administrators to have their school facilities evaluated relative to reducing the probability of a school shooting occurring, and more effective responses if an incident occurred.

How does it work?

The current version of the School Shield program is a five-day training course that instructs members of local communities on how to assess their school's "climate, physical security, communications systems, and overall preparedness."

According to a copy of the training program application, only designated law enforcement officials with three years of service or more are eligible to participate in the course. It is taught by certified NRA instructors who are current or former law enforcement officers.

Training topics include defining potential security threats, how to conduct a security assessment, emergency response protocols, and incident management.

The first-ever School Shield training seminar was held in Williamson County, Tennessee, in December 2015.

Cpl. Michael Johnson of the Palm Beach County Sheriff's Office, a participant in that first training, said it provided him with "new resources" that would help him protect the students and children in his local community.

While not everyone agrees with concept of arming teachers, this program does include that option in the training program, with suggestions on the most effective policies and training if a school decides on that concept.

For more information: [National School Shield Website](#)

Application for 5 Day Course to Become an Assessor: [Application for 5 Day School](#)

Task Force Report on School Shootings: [Report on School Shootings - National Task Force](#)

ICJE Instructor Development Class - Spring 2018

In May, the Institute for Criminal Justice Education and the Alabama Crime Prevention Clearinghouse and Training Institute accredited 15 new training officers, as they completed an intense one week course on Instructor Development.

Congratulations to all!



Test your networking skills...Can you name the graduates? From the first row, left to right
From the back row, left to right

Send your responses to jimrechel@icje.org and we'll recognize those who know the most number of their fellow officers, as well as publishing the graduates names next month.

A few hints.....

One officer is a Patrol Officer from Troy University

Four are Probation/Parole Officers

One is a Criminal Investigator

One is a Deputy Sheriff

Send your responses to jimrechel@icje.org

Instructors and participants are not ineligible for this contest, which may include a grand prize of a lifetime subscription to the ICJE Newsletter!

Alabama Police Trainers' Association

Alabama Police Trainers' Association
PO Box 293

Montgomery, AL 36101
Telephone 334-280-0020
Fax 334-281-4367
E-Mail training@apta.us

Mission Statement

The mission of APTA to provide information, education, and support to those individuals who are dedicated to the training of Alabama law enforcement personnel.

In support of this mission, we are committed to:

- Excellence by promoting professionalism and ethics as a basis of the organization;
- Meeting the changing needs of Alabama Law Enforcement Trainers by providing them with information on new trends and techniques of training;
- Serving as a forum to bring together Alabama Law Enforcement Trainers so they can share different ideas and practices of training; and,
- Providing advanced training and certifications to Alabama Law Enforcement Trainers.

The goals of APTA are:

- To instill a need for ethically-based training throughout the Alabama law enforcement industry;
- To share ideas about Best Practices in training;
- To provide information about current training technology;
- To become a skills bank repository for members and departments;
- To provide basic instructional training for new trainers;
- To provide advanced instructional training for experienced trainers; and,
- To establish certification standards for our members and provide the resources by which these standards may be reached.

Thoughts for the Month

With more and more revelations about the FBI and the political bias of some of the agents in leadership, I have become more sensitive to the topic of the misuse of information by government agencies.

It was with a new perspective that I read a report on the advancing use of facial recognition and the threat it can pose to our liberties if used improperly.

If your interested, this might be a good read: [Nation in Which We All Are in a Virtual Lineup](#)

ICJE, Inc.

Newsletter Editor: Jim Rechel

To Contact Me, email me at jimrechel@icje.org



STAY CONNECTED



ICJE, Inc., P.O. Box 293, Montgomery, AL 36101

SafeUnsubscribe™ pcalvert@faulkner.edu

[Forward this email](#) | [Update Profile](#) | [About our service provider](#)

Sent by jimrechel@icje.org in collaboration with



Try it free today